

The background of the cover features a warm, orange-hued sky with soft clouds. In the foreground, the dark silhouettes of five people are shown in various dynamic poses, as if they are climbing or standing on a rocky, uneven terrain. One person on the left is pointing upwards, while others are reaching out or balancing. The overall composition suggests themes of teamwork, challenge, and achievement.

**LUIS R. GÓMEZ-MEJÍA
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MANAGING **HUMAN RESOURCES**



9E

Managing Human Resources 9th Edition

Katrin Zwirgmaier



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